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ABSTRACT

This report contains data collected from 275 Pennsylvania school districts for the 1978-79 school year. The data reflect policies and practices affecting fringe benefits for professional employees. The report is divided into three major sections. The first section presents comparative data for 30 variables on a statewide, size, and wealth basis. The second examines each variable on a regional basis. The third deals with the interaction of the control variables, district size and wealth, with the dependent variable, fringe benefits. The data concerning insurance coverage indicate that most school districts provide hospitalization and life insurance coverage. The percent of school districts providing dental coverage has increased. Visual coverage was provided by relatively few districts. Graduate study reimbursement tended to be reported by roughly three-fourths of the school districts. Leave usage has increased and varies by regions and by size and wealth of districts. (Author/LD)

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Analysis

of

Professional

Fringe Benefits

1978-79

James J. Vater

Richard A. Riddle

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EA 011 498

FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1978-1979 school year. The data reflect policies and practices affecting fringe benefits for professional employees.

This monograph is the second in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of fringe benefits.

The first monograph in this series examined salary and staffing patterns for professional employees. The third monograph will examine staff, salaries, and fringe benefits for nonprofessional employees. Due to the positive reaction to the reorganized format developed last year, we are retaining that format for the present year. We sincerely hope that this format enables administrators to have easy access to the wealth of information presented in these publications.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

James J. Vater
Assistant Executive Director

Richard A. Riddle
Research Associate

INTRODUCTION

OMNI reports dealing with professional and nonprofessional data are contained in three major reports for 1978-1979. This is the second report which presents an analysis of professional fringe benefits. State and regional analyses of variables are based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis of fringe benefit variables.

A major portion of the report was based on an analysis of variables using the 1st, 25th, 50th (median), 75th, and 99th percentiles along with the calculated mean and sample size (n). Sample size indicated the number of districts reporting for a variable and/or districts not having data on a specific variable. For example, the sample size was low for the districts providing a prescription drug program (See Table 3).

Data were collected from 275 employer units for the analysis of professional fringe benefits. Thirty variables were analyzed on a state and regional basis.

The data concerning insurance coverage indicated that most school districts provide hospitalization and life insurance coverage. The percent of school districts providing dental coverage has increased for both individual and family plans. Visual coverage for either individual or family plans was provided by relatively few school districts. Regional analyses confirm that some regions appeared to be pacesetters in providing insurance coverage.

A review of insurance premiums paid annually revealed a wide range. This range between the maximum and minimum paid was due to varying benefit coverages and varying rates charged by carriers. Again, the premiums paid for dental, visual, and income protection reflect only districts providing that coverage.

Graduate study reimbursement tended to be reported by roughly three-fourths of the school districts. This frequency of response may reflect the use of new alternatives or the failure of some administrators to report the data.

The number of personal days provided was similar to last year. However, the number of "other" days (emergency, professional, religious, etc.) has increased slightly. These data are contained in Table 15.

Finally, leave usage has increased slightly and varies by regions, sizes, and wealths. NOTE: Leave usage was calculated for 1977-1978 while all other statistical analyses in this publication were for 1978-1979. Location of employees by region has an impact on the number of leave days provided and used per employee. Specifically, larger school districts and highly populated regions have a significantly higher leave usage per year than rural or semirural regions. Leave usage for 1977-1978 was calculated by dividing the number of days used by the number of professional employees for each ratio. The data sources are documented as footnotes to the leave usage tables.

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TABLE 1

Percent of School Districts Providing Insurance Coverage, State Totals

Type	Percent of School Districts with Benefit	Percent of School Districts with no Benefit
Hospitalization, Major Medical, Individual	98.17%	1.83%
Hospitalization, Major Medical, Family	98.17%	1.83%
Life, Individual	91.58%	8.42%
Dental, Individual	65.20%	34.80%
Dental, Family	41.39%	58.61%
Visual, Individual	5.13%	94.87%
Visual, Family	3.30%	96.70%

n = 273

TABLE 2

Percent of School Districts Providing Insurance Coverage by Size and Wealth

Size	Hosp. Indiv.	Hosp. Family	Life Indiv.	Dental Indiv.	Dental Family	Visual Indiv.	Visual Family
1	97.30	97.30	86.49	59.46	35.14	2.70	----
2	100.00	100.00	96.88	59.38	37.50	3.13	3.13
3	100.00	100.00	88.24	52.94	32.35	5.88	2.94
4	100.00	100.00	88.24	64.71	38.24	2.94	2.94
5	100.00	100.00	93.75	62.50	34.38	6.25	6.25
6	97.14	94.29	97.14	60.00	37.14	8.57	2.86
7	97.06	97.06	94.12	79.41	58.82	2.94	----
8	100.00	97.14	88.57	82.86	57.14	8.57	8.57
MEAN	98.17	98.17	91.58	65.20	41.39	5.13	3.30

TABLE 2 (Continued)

Wealth	Hosp. Indiv.	Hosp. Family	Life Indiv.	Dental Indiv.	Dental Family	Visual Indiv.	Visual Family
1	100.00	100.00	88.57	77.14	48.57	5.71	2.86
2	96.97	96.97	87.88	75.76	42.42	6.06	6.06
3	100.00	96.97	87.88	84.85	51.52	9.09	6.06
4	100.00	100.00	100.00	57.14	40.00	2.86	2.86
5	100.00	97.14	91.43	65.71	42.86	8.57	2.86
6	97.06	97.06	85.29	47.06	29.41	----	----
7	97.06	97.06	97.06	55.88	38.24	5.88	2.94
8	100.00	100.00	94.12	58.82	38.24	2.94	2.94
MEAN	98.17	98.17	91.58	65.20	41.39	5.13	3.30

TABLE 3

Maximum Insurance Premiums Paid Per Employee Annually
by School Districts, State Totals

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,596	$ 840	$756	$661	$264	$747	269
Dental	$ 732	$ 241	$168	$ 80	$ 26	$176	166
Visual	$ 72	$ 66	$ 51	$ 21	$ 18	$ 47	12
Life	$ 139	$ 48	$ 38	$ 29	$ 8	$ 40	250
Income Protection	$ 288	$ 90	$ 56	$ 39	$ 3	$ 74	67
Prescription Drug	$ 139	$ 126	$ 94	$ 60	$ 42	$ 97	12
Total All Premiums Paid	$2,013	$1,059	$893	$755	$303	$918	269

TABLE 4

Mean Maximum Insurance Premiums Paid Per Employee Annually
by District Size and Wealth

Size	Hospital-ization	Dental Premium[a]	Visual Premium[a]	Life Insurance	Disability Premium[a]	Prescrip-tion	Total Insurance
1	$761	$172	$21	$40	$94	$136	$942
2	$745	$176	$66	$40	$65	$---	$897
3	$776	$168	$57	$38	$82	$---	$919
4	$762	$175	$51	$36	$51	$ 89	$907
5	$700	$156	$66	$37	$62	$ 93	$865
6	$735	$183	$36	$40	$82	$ 92	$896
7	$735	$167	$25	$45	$78	$ 42	$927
8	$760	$207	$54	$45	$65	$108	$981
MEAN	$747	$176	$47	$40	$74	$ 97	$918

Wealth	Hospital-ization	Dental Premium[a]	Visual Premium[a]	Life Insurance	Disability Premium[a]	Prescrip-tion	Total Insurance
1	$702	$185	$57	$43	$ 76	$---	$886
2	$766	$153	$66	$45	$ 49	$---	$941
3	$798	$161	$34	$42	$ 76	$---	$985
4	$705	$195	$60	$37	$ 89	$ 90	$857
5	$781	$195	$31	$38	$ 75	$ 80	$980
6	$701	$160	$--	$39	$ 79	$117	$834
7	$756	$187	$43	$41	$ 70	$115	$921
8	$772	$179	$72	$40	$100	$133	$940
MEAN	$747	$176	$47	$40	$ 74	$ 97	$918

[a]Means were calculated for districts providing this coverage and did not include districts not providing specified benefits.

TABLE 5

Face Value of Life Insurance Coverage, State Totals

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$30,000	$15,000	$12,000	$10,000	$4,000	$12,528	259

TABLE 6

Mean Face Value of Life Insurance Coverage
by District Size and Wealth

Size		Wealth	
1	$11,703	1	$13,284
2	$11,794	2	$13,561
3	$12,322	3	$13,519
4	$11,952	4	$11,463
5	$12,300	5	$12,806
6	$11,741	6	$11,586
7	$14,200	7	$11,694
8	$14,015	8	$12,388
MEAN	$12,528	MEAN	$12,528

TABLE 7

District Retirement Bonuses Granted by Districts
Offering this Benefit, State Totals

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,355	$1,600	$1,200	$1,000	$200	$1,399	235

TABLE 8

Mean Retirement Bonuses Granted by District Size and Wealth
for Districts Offering this Benefit

Size		Wealth	
1	$1,305	1	$1,725
2	$1,044	2	$1,597
3	$1,374	3	$1,619
4	$1,151	4	$1,452
5	$1,434	5	$1,349
6	$1,558	6	$1,182
7	$1,593	7	$1,171
8	$1,826	8	$1,196
MEAN	$1,399	MEAN	$1,399

TABLE 9

Graduate Study Reimbursement, State Totals

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	15	12	4	217
Dollars Per Credit	Unlimited	$60	$ 47	$ 35	$ 8	205
Maximum Reimbursement Per Year	Unlimited	Unlimited	$675	$459	$60	222

TABLE 10

Median Graduate Study Reimbursement
by District Size and Wealth

Size	Number of Credits Per Year	Dollars Per Credit	Max. Reimbursement Per Year
1	12	$50	$720
2	24	$45	$720
3	18	$50	No Limit
4	12	$45	$660
5	15	$50	$675
6	24	$40	$540
7	15	$40	$600
8	12	$50	$540
MEDIAN	15	$47	$675

Wealth	Number of Credits Per Year	Dollars Per Credit	Max. Reimbursement Per Year
1	30	$50	$720
2	12	$46	$540
3	18	$51	$720
4	18	$42	$750
5	15	$45	$570
6	15	$50	$720
7	12	$45	$660
8	12	$41	$660
MEDIAN	15	$47	$675

TABLE 11

Length of School Year, State Totals

Pupils			Teachers		
185 days	-	8 districts	190 days	-	16 districts
184 days	-	9 districts	189 days	-	3 districts
183 days	-	9 districts	188 days	-	12 districts
182 days	-	30 districts	187 days	-	15 districts
181 days	-	13 districts	186 days	-	13 districts
180 days	-	199 districts	185 days	-	73 districts
			184 days	-	47 districts
			183 days	-	42 districts
			182 days	-	35 districts
			181 days	-	7 districts
			180 days	-	8 districts

TABLE 12

Mean Length of School Year by District Size and Wealth

Size	Pupil Days	Teacher Days	Wealth	Pupil Days	Teacher Days
1	180.1	183.6	1	181.2	186.1
2	180.3	183.7	2	181.5	186.0
3	180.4	183.9	3	181.6	185.9
4	180.4	184.1	4	180.4	183.9
5	180.9	184.2	5	180.2	184.0
6	180.8	184.9	6	180.3	183.7
7	180.6	185.0	7	180.1	183.2
8	181.6	186.1	8	180.1	183.1
MEAN	180.6	184.4	MEAN	180.7	184.5

TABLE 13

Length of School Day, State Totals

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	5.3 hours	5.5 hours
Mean	7.2 hours	7.3 hours

TABLE 14

Mean Length of School Day by District Size and Wealth

Size	Elementary Teacher Hours	Secondary Teacher Hours	Wealth	Elementary Teacher Hours	Secondary Teacher Hours
1	7.23	7.26	1	7.18	7.28
2	7.28	7.31	2	7.22	7.30
3	7.06	7.11	3	7.22	7.27
4	7.28	7.32	4	7.07	7.17
5	7.11	7.19	5	7.21	7.25
6	7.35	7.41	6	7.17	7.20
7	7.11	7.24	7	7.19	7.23
8	7.17	7.26	8	7.35	7.41
MEAN	7.20	7.26	MEAN	7.20	7.26

TABLE 15

Leave Benefits and Personal Days, State Totals

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
20	-	1	9	-	4	6	-	1
15	-	3	8	-	0	5	-	1
14	-	1	7	-	1	4	-	4
13	-	0	6	-	0	3	-	31
12	-	7	5	-	10	2	-	108
11	-	6	4	-	4	1	-	84
10	-	257	3	-	38	No	-	47
			2	-	56			
			1	-	40			
			No	-	123			

TABLE 16

Mean Leave Benefits Provided by District Size and Wealth

Size	Sick	Personal	Other	Wealth	Sick	Personal	Other
1	10.27	1.51	1.84	1	10.35	1.59	1.51
2	10.09	1.64	.66	2	10.12	1.41	1.32
3	10.06	1.71	1.32	3	10.09	1.48	1.52
4	10.21	1.65	.91	4	10.06	1.31	1.31
5	10.22	1.22	1.34	5	10.06	1.49	1.77
6	10.14	1.43	1.63	6	10.44	1.88	1.06
7	10.03	1.80	1.57	7	10.09	1.56	.97
8	10.39	1.44	1.89	8	10.21	1.44	1.38
MEAN	10.18	1.55	1.40	MEAN	10.18	1.52	1.36

TABLE 17

Leave Usage Per Employee, 1977-1978, State Totals[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	13.27	6.43	5.55	4.61	1.95	5.65	246
Personal Days	3.05	1.54	1.08	.79	.15	1.16	210
Other Days	9.35	1.18	.69	.36	.01	.90	201

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

TABLE 18

Mean Leave Usage Per Employee, 1977-1978 by District Size and Wealth

Size	Sick	Personal	Other	Wealth	Sick	Personal	Other
1	5.45	1.19	1.15	1	5.41	1.31	1.13
2	5.79	1.14	.o6	2	5.48	1.02	.83
3	5.67	1.24	1.04	3	5.65	1.20	.77
4	5.91	1.07	.89	4	5.66	1.04	.83
5	5.30	1.10	.87	5	6.26	1.25	1.05
6	5.29	1.27	.84	6	5.32	1.21	.58
7	6.06	1.30	.78	7	5.77	1.26	.82
8	5.73	.97	.99	8	5.62	1.04	1.20
MEAN	5.65	1.16	.90	MEAN	5.65	1.16	.90

REGION 1

TABLE 19

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	93.3%	6.7%
Dental, Individual	100.0%	0.0%
Dental, Family	56.7%	43.3%
Visual, Individual	10.0%	90.0%
Visual, Family	6.7%	93.3%

n = 30

TABLE 20

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 996	$ 826	$767	$706	$614	$ 771	30
Dental	$ 420	$ 251	$130	$ 71	$ 50	$ 171	30
Visual	$ 66	$ 47	$ 25	$ 25	$ 25	$ 46	3
Life	$ 63	$ 48	$ 37	$ 32	$ 14	$ 39	28
Prescription Drugs	$ 60	$ 60	$ 60	$ 60	$ 60	$ 60	1
Income Protection	$ 180	$ 49	$ 42	$ 3	$ 3	$ 84	5
Total All Premiums Paid	$1,495	$1,133	$931	$866	$712	$1,000	30

REGION 1

TABLE 21

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$22,000	$15,600	$14,000	$10,000	$5,000	$13,803	30

TABLE 22

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,000	$1,800	$1,500	$1,000	$ 500	$1,617	29

TABLE 23

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	15	12	6	22
Dollars Per Credit	Unlimited	$55	$ 41	$ 35	$10	22
Maximum Reimbursement Per Year	Unlimited	Unlimited	$570	$425	$60	25

REGION 1

TABLE 24

Length of School Year

Pupils			Teachers		
180 days	-	30 districts	185 days	-	7 districts
			184 days	-	9 districts
			183 days	-	8 districts
			182 days	-	4 districts
			180 days	-	2 districts

TABLE 25

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.00 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.3 hours
25% ile	7.0 hours	7.0 hours
1st% ile	5.6 hours	6.5 hours
Mean	7.2 hours	7.3 hours

n = 30

TABLE 26

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
15	-	1	5	-	2	4	-	1
12	-	1	3	-	8	3	-	2
11	-	1	2	-	6	2	-	10
10	-	27	1	-	5	1	-	8
			No	-	9	No	-	9

REGION 1

TABLE 27

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.00	6.82	6.06	5.16	3.61	6.22	27
Personal Days	1.80	1.29	.79	.65	.27	.98	21
Other Days	2.66	1.42	.79	.22	.02	.96	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 2

TABLE 28

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	85.7%	14.3%
Dental, Individual	95.2%	4.8%
Dental, Family	66.7%	33.3%
Visual, Individual	4.8%	95.2%
Visual, Family	4.8%	95.2%

n = 21

TABLE 29

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 917	$ 894	$ 894	$ 894	$602	$ 874	20
Dental	$ 327	$ 257	$ 190	$ 72	$ 53	$ 184	17
Visual	$-----	$-----	$-----	$-----	$---	$-----	--
Life	$ 87	$ 60	$ 56	$ 40	$ 29	$ 55	18
Prescription Drugs	$-----	$-----	$-----	$-----	$---	$-----	--
Income Protection	$ 109	$ 49	$ 36	$ 24	$ 13	$ 49	8
Total All Premiums Paid	$1,320	$1,144	$1,124	$1,014	$888	$1,111	21

REGION 2

TABLE 30

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$30,000	$20,000	$17,000	$15,000	$10,000	$18,009	21

TABLE 31

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,000	$1,750	$1,500	$1,000	$ 500	$1,702	19

TABLE 32

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	12	12	9	7	9
Dollars Per Credit	$95	$ 60	$ 45	$ 40	$ 30	8
Maximum Reimbursement Per Year	Unlimited	$540	$500	$360	$315	10

REGION 2

TABLE 33

Length of School Year

Pupils			Teachers		
184 days	-	5 districts	190 days	-	7 districts
183 days	-	1 district	189 days	-	1 district
182 days	-	11 districts	188 days	-	4 districts
181 days	-	2 districts	187 days	-	4 districts
180 days	-	2 districts	185 days	-	3 districts
			184 days	-	1 district
			181 days	-	1 district

TABLE 34

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	6.8 hours	6.8 hours
Mean	7.3 hours	7.4 hours

n = 22

TABLE 35

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
12	-	1	4	-	1	3	-	7
11	-	1	3	-	3	2	-	7
10	-	20	2	-	1	1	-	2
			1	-	3	No	-	6
			No	-	14			

REGION 2

TABLE 36

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	13.27	6.83	6.49	5.86	4.47	6.87	21
Personal Days	2.49	1.56	1.29	.87	.18	1.31	16
Other Days	2.23	1.21	.77	.23	.08	.92	16

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 3

TABLE 37

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Individual	100.0%	0.0%
Life, Individual	93.8%	6.2%
Dental, Individual	100.0%	0.0%
Dental, Family	75.0%	25.0%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 16

TABLE 38

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 883	$ 855	$ 785	$674	$283	$ 751	16
Dental	$ 292	$ 241	$ 169	$126	$ 39	$ 181	16
Visual	$-----	$-----	$-----	$---	$---	$-----	--
Life	$ 139	$ 63	$ 45	$ 39	$ 27	$ 59	15
Prescription Drugs	$ 42	$ 42	$ 42	$ 42	$ 42	$ 42	1
Income Protection	$ 288	$ 49	$ 39	$ 34	$ 4	$ 84	8
Total All Premiums Paid	$1,285	$1,088	$1,003	$902	$819	$1,031	16

REGION 3

TABLE 39

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$21,500	$15,000	$15,000	$13,500	$8,000	$15,360	15

TABLE 40

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,500	$1,500	$1,200	$1,000	$1,000	$1,576	13

TABLE 41

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	36	12	6	15
Dollars Per Credit	Unlimited	$40	$30	$ 19	$ 12	15
Maximum Reimbursement Per Year	Unlimited	Unlimited	Unlimited	$450	$300	15

REGION 3

TABLE 42

Length of School Year

Pupils			Teachers		
182 days	-	1 district	185 days	-	4 districts
181 days	-	2 districts	184 days	-	7 districts
180 days	-	13 districts	183 days	-	3 districts
			182 days	-	2 districts

TABLE 43

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.7 hours	7.7 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.3 hours	7.3 hours
1st% ile	6.0 hours	6.5 hours
Mean	7.3 hours	7.3 hours

n = 16

TABLE 44

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Days		District(s)	Day(s)		District(s)
12	-	1	9	-	1	5	-	1
10	-	14	3	-	4	3	-	5
			2	-	3	2	-	4
			No	-	8	1	-	3
						No	-	3

REGION 3

TABLE 45

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.62	7.29	6.19	4.76	2.96	6.37	15
Personal Days	3.05	1.56	1.01	.61	.46	1.28	12
Other Days	2.61	1.18	.26	.09	.04	.84	10

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 4

TABLE 46

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	100.0%	0.0%
Dental, Individual	59.3%	40.7%
Dental, Family	29.6%	70.4%
Visual, Individual	3.7%	96.3%
Visual, Family	0.0%	100.0%

n = 27

TABLE 47

Maximum Insurance Premiums Paid Per Employee Annually by School District

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,020	$ 817	$804	$709	$264	$783	27
Dental	$ 364	$ 201	$108	$ 74	$ 65	$160	15
Visual	$ 20	$ 20	$ 20	$ 20	$ 20	$ 20	1
Life	$ 64	$ 43	$ 34	$ 26	$ 12	$ 36	27
Prescription Drugs	$ 133	$ 126	$ 96	$ 94	$ 94	$118	5
Income Protection	$ 61	$ 45	$ 37	$ 31	$ 22	$ 40	8
Total All Premiums Paid	$1,217	$1,053	$905	$827	$303	$942	27

REGION 4

TABLE 48

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$26,400	$12,000	$10,000	$10,000	$5,000	$11,185	27

TABLE 49

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$1,600	$1,200	$1,000	$700	$490	$991	23

TABLE 50

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	18	12	8	24
Dollars Per Credit	Unlimited	$75	$60	$ 50	$ 25	24
Maximum Reimbursement Per Year	Unlimited	Unlimited	Unlimited	$720	$300	25

REGION 4

TABLE 51

Length of School Year

Pupils			Teachers		
182 days	-	2 districts	190 days	-	1 district
180 days	-	24 districts	185 days	-	14 districts
			184 days	-	2 districts
			183 days	-	5 districts
			182 days	-	3 districts
			181 days	-	2 districts

TABLE 52

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.8 hours	7.8 hours
75% ile	7.5 hours	7.5 hours
Median	7.2 hours	7.3 hours
25% ile	7.0 hours	7.0 hours
1st% ile	6.3 hours	6.5 hours
Mean	7.2 hours	7.3 hours

n = 26

TABLE 53

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
12	-	1	5	-	1	3	-	3
10	-	26	3	-	4	2	-	9
			2	-	5	1	-	11
			1	-	3	No	-	4
			No	-	14			

REGION 4

TABLE 54

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	8.13	5.86	4.54	3.85	2.26	5.04	26
Personal Days	2.29	1.37	1.02	.73	.42	1.07	24
Other Days	1.82	1.06	.62	.36	.07	.79	21

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 5

TABLE 55

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	96.6%	3.4%
Life, Individual	89.7%	10.3%
Dental, Individual	62.1%	37.9%
Dental, Family	37.9%	62.1%
Visual, Individual	13.8%	86.2%
Visual, Family	10.4%	89.6%

n = 29

TABLE 56

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,158	$ 880	$835	$739	$592	$ 843	29
Dental	$ 732	$ 315	$200	$ 96	$ 65	$ 257	14
Visual	$ 66	$ 57	$ 51	$ 51	$ 51	$ 58	3
Life	$ 73	$ 48	$ 40	$ 29	$ 24	$ 41	26
Prescription Drugs	$ 139	$ 46	$ 46	$ 46	$ 46	$ 93	2
Income Protection	$ 160	$ 83	$ 74	$ 50	$ 50	$ 93	6
Total All Premiums Paid	$1,669	$1,166	$987	$853	$680	$1,036	29

REGION 5

TABLE 57

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$20,000	$15,000	$13,000	$10,000	$8,500	$13,352	27

TABLE 58

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,000	$1,800	$1,200	$800	$300	$1,322	24

TABLE 59

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	15	12	6	19
Dollars Per Credit	Unlimited	$60	$ 50	$ 30	$ 16	16
Maximum Reimbursement Per Year	Unlimited	Unlimited	$750	$585	$300	17

REGION 5

TABLE 60

Length of School Year

Pupils		Teachers	
182 days	6 districts	187 days	1 district
181 days	1 district	186 days	2 districts
180 days	21 districts	185 days	9 districts
		184 days	8 districts
		183 days-	6 districts
		182 days	2 districts

TABLE 61

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.3 hours	7.3 hours
Median	7.0 hours	7.0 hours
25% ile	6.5 hours	6.5 hours
1st% ile	5.8 hours	5.5 hours
Mean	6.9 hours	6.9 hours

n = 28

TABLE 62

Leave Benefits and Personal Days

Sick Days		Other (Emerg., Prof. Religious, etc.)		Personal Days	
Day(s)	District(s)	Day(s)	District(s)	Day(s)	District(s)
14	1	9	1	4	1
11	1	5	1	3	2
10	27	3	5	2	17
		2	2	1	6
		1	3	No	3
		No	17		

REGION 5

TABLE 63

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	11.16	7.53	6.08	4.86	3.75	6.44	27
Personal Days	2.12	1.57	1.27	.91	.60	1.32	26
Other Days	9.35	1.69	.74	.36	.09	1.47	18

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 6

TABLE 64

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	100.0%	0.0%
Dental, Individual	93.1%	6.9%
Dental, Family	72.4%	27.6%
Visual, Individual	6.9%	93.1%
Visual, Family	6.9%	93.1%

n = 29

TABLE 65

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,596	$ 786	$ 728	$676	$359	$ 771	29
Dental	$ 384	$ 264	$ 239	$147	$ 43	$ 221	27
Visual	$ 66	$ 60	$ 60	$ 60	$ 60	$ 63	2
Life	$ 62	$ 48	$ 43	$ 33	$ 24	$ 43	29
Prescription Drugs	$-----	$-----	$-----	$---	$---	$-----	--
Income Protection	$ 148	$ 81	$ 69	$ 56	$ 30	$ 77	13
Total All Premiums Paid	$2,013	$1,169	$1,020	$928	$535	$1,060	29

REGION 6

TABLE 66

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$17,000	$15,000	$13,400	$11,000	$9,000	$13,303	28

TABLE 67

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,700	$2,000	$1,560	$1,000	$500	$1,834	22

TABLE 68

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	12	9	4	24
Dollars Per Credit	Unlimited	$95	$ 55	$ 41	$ 25	22
Maximum Reimbursement Per Year	Unlimited	Unlimited	$552	$450	$180	25

REGION 6

TABLE 69

Length of School Year

Pupils			Teachers		
185 days	-	6 districts	190 days	-	2 districts
184 days	-	3 districts	189 days	-	2 districts
183 days	-	5 districts	188 days	-	6 districts
182 days	-	3 districts	187 days	-	6 districts
180 days	-	11 districts	186 days	-	6 districts
			185 days	-	1 district
			184 days	-	5 districts
			183 days	-	1 district

TABLE 70

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.6 hours	7.8 hours
75% ile	7.3 hours	7.5 hours
Median	7.3 hours	7.3 hours
25% ile	7.0 hours	7.0 hours
1st% ile	5.3 hours	5.8 hours
Mean	7.1 hours	7.2 hours

n = 26

TABLE 71

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
20	-	1	9	-	1	3	-	3
15	-	1	5	-	2	2	-	15
11	-	2	4	-	1	1	-	9
10	-	27	3	-	2	No	-	4
			2	-	10			
			1	-	4			
			No	-	11			

REGION 6

TABLE 72

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.68	5.57	4.99	4.66	3.50	5.34	22
Personal Days	1.85	1.43	.83	.51	.15	.99	21
Other Days	2.88	1.22	.68	.30	.01	.98	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 7

TABLE 73

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	76.9%	23.1%
Dental, Individual	76.9%	23.1%
Dental, Family	30.8%	69.2%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 13

TABLE 74

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25%ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 889	$716	$601	$454	$367	$630	11
Dental	$ 229	$122	$ 60	$ 54	$ 54	$116	9
Visual	$-----	$---	$---	$---	$---	$---	0
Life	$ 67	$ 34	$ 28	$ 25	$ 21	$ 35	10
Prescription Drugs	$ 137	$137	$137	$137	$137	$137	1
Income Protection	$ 135	$ 62	$ 56	$ 56	$ 56	$ 84	3
Total All Premiums Paid	$1,322	$818	$697	$482	$205	$724	12

REGION 7

TABLE 75

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$20,000	$10,000	$10,000	$9,000	$7,000	$11,042	12

TABLE 76

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$2,200	$1,250	$1,000	$700	$700	$1,214	9

TABLE 77

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	Unlimited	9	8	10
Dollars Per Credit	Unlimited	Unlimited	Unlimited	$ 25	$ 25	6
Maximum Reimbursement Per Year	Unlimited	$625	$600	$400	$200	10

REGION 7

TABLE 78

Length of School Year

Pupils			Teachers		
185 days	-	1 district	190 days	-	1 district
182 days	-	2 districts	188 days	-	2 districts
180 days	-	10 districts	187 days	-	1 district
			185 days	-	8 districts
			182 days	-	1 district

TABLE 79

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.8 hours	7.8 hours
75% ile	7.3 hours	7.3 hours
Median	6.5 hours	7.0 hours
25% ile	6.3 hours	6.5 hours
1st% ile	5.5 hours	6.2 hours
Mean	6.8 hours	7.0 hours

n = 13

TABLE 80

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
10	-	13	5	-	1	4	-	1
			3	-	2	2	-	1
			2	-	3	1	-	6
			1	-	2	No	-	5
			No	-	5			

REGION 7

TABLE 81

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	12.38	5.82	4.37	3.41	3.17	5.22	12
Personal Days	1.77	.91	.85	.20	.20	1.01	7
Other Days	1.18	.47	.37	.31	.15	.51	9

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 8

TABLE 82

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	97.1%	2.9%
Life, Individual	91.2%	8.8%
Dental, Individual	47.1%	52.9%
Dental, Family	26.5%	73.5%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 34

TABLE 83

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$909	$649	$596	$528	$414	$605	34
Dental	$168	$118	$ 82	$ 75	$ 26	$ 99	13
Visual	$---	$---	$---	$---	$---	$---	--
Life	$ 51	$ 39	$ 26	$ 19	$ 8	$ 29	31
Prescription Drugs	$---	$---	$---	$---	$---	$---	--
Income Protection	$ 54	$ 54	$ 54	$ 54	$ 54	$ 54	1
Total All Premiums Paid	$948	$716	$660	$591	$433	$671	34

REGION 8

TABLE 84

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$15,000	$10,000	$9,000	$6,800	$4,000	$8,891	32

TABLE 85

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,355	$2,000	$1,340	$1,000	$500	$1,631	26

TABLE 86

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	18	12	8	32
Dollars Per Credit	$75	$50	$ 45	$ 40	$ 8	32
Maximum Reimbursement Per Year	Unlimited	Unlimited	$720	$504	$180	32

REGION 8

TABLE 87

Length of School Year

Pupils			Teachers		
185 days	-	1 district	190 days	-	4 districts
184 days	-	1 district	187 days	-	2 districts
183 days	-	2 districts	186 days	-	5 districts
182 days	-	5 districts	185 days	-	19 districts
181 days	-	7 districts	184 days	-	4 districts
180 days	-	18 districts			

TABLE 88

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.0 hours	7.3 hours
1st% ile	6.5 hours	6.5 hours
Mean	7.3 hours	7.4 hours

n = 34

TABLE 89

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
10	-	34	7	-	1	3	-	1
			4	-	1	2	-	18
			3	-	2	1	-	11
			2	-	8	No	-	4
			1	-	6			
			No	-	16			

REGION 8

TABLE 90

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	10.15	5.08	4.79	4.12	2.28	4.96	31
Personal Days	2.69	1.65	1.34	.83	.43	1.33	25
Other Days	1.98	1.12	.69	.42	.09	.79	28

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 9

TABLE 91

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	100.0%	0.0%
Life, Individual	82.6%	17.4%
Dental, Individual	30.4%	69.6%
Dental, Family	17.4%	82.6%
Visual, Individual	13.0%	87.0%
Visual, Family	4.3%	95.7%

n = 23

TABLE 92

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 867	$752	$609	$540	$396	$657	22
Dental	$ 300	$150	$ 66	$ 63	$ 62	$131	8
Visual	$ 72	$ 21	$ 18	$ 18	$ 18	$ 37	3
Life	$ 81	$ 40	$ 28	$ 21	$ 14	$ 35	19
Prescription Drugs	$ 123	$ 91	$ 91	$ 91	$ 91	$107	2
Income Protection	$ 99	$ 60	$ 55	$ 48	$ 48	$ 66	4
Total All Premiums Paid	$1,362	$824	$752	$582	$396	$761	22

REGION 9

TABLE 93

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$16,000	$13,000	$10,000	$8,000	$5,000	$10,275	20

TABLE 94

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,400	$1,200	$1,000	$750	$350	$1,203	21

TABLE 95

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	15	12	6	22
Dollars Per Credit	Unlimited	$57	$ 48	$ 35	$ 30	20
Maximum Reimbursement Per Year	Unlimited	Unlimited	$564	$473	$200	23

REGION 9

TABLE 96

Length of School Year

Pupils			Teachers		
180 days	-	22 districts	190 days	-	1 district
			185 days	-	5 districts
			184 days	-	6 districts
			183 days	-	6 districts
			182 days	-	4 districts

TABLE 97

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	6.2 hours	6.2 hours
Mean	7.2 hours	7.2 hours

n = 22

TABLE 98

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
12	-	1	4	-	1	3	-	2
10	-	22	2	-	7	2	-	10
			1	-	4	1	-	10
			No	-	11	No	-	1

REGION 9

TABLE 99

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.39	5.28	4.78	3.87	3.27	5.01	21
Personal Days	2.18	1.51	1.05	.84	.44	1.26	19
Other Days	3.22	1.08	.45	.32	.02	.87	16

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 10

TABLE 100

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	92.9%	7.1%
Hospitalization, Major Medical, Family	92.9%	7.1%
Life, Individual	92.9%	7.1%
Dental, Individual	32.1%	67.9%
Dental, Family	25.0%	75.0%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 28

TABLE 101

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 840	$818	$698	$678	$480	$728	27
Dental	$ 417	$203	$140	$ 97	$ 91	$182	8
Visual	$-----	$---	$---	$---	$---	$---	--
Life	$ 106	$ 39	$ 31	$ 28	$ 16	$ 40	26
Prescription Drugs	$ 79	$ 79	$ 79	$ 79	$ 79	$ 79	1
Income Protection	$ 205	$175	$ 48	$ 48	$ 48	$142	3
Total All Premiums Paid	$1,380	$902	$828	$722	$557	$840	27

REGION 10

TABLE 102

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$27,000	$12,000	$10,000	$10,000	$5,000	$11,462	26

TABLE 103

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$2,000	$1,500	$1,000	$800	$200	$1,142	27

TABLE 104

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st%ile	n
Number of Credits Per Year	Unlimited	12	12	10	6	22
Dollars Per Credit	$60	$ 45	$ 41	$ 25	$ 12	23
Maximum Reimbursement Per Year	Unlimited	$720	$540	$246	$100	22

REGION 10

TABLE 105

Length of School Year

Pupils			Teachers		
183 days	-	1 district	187 days	-	1 district
180 days	-	26 districts	184 days	-	3 districts
174 days	-	1 district	183 days	-	9 districts
			182 days	-	11 districts
			181 days	-	3 districts
			180 days	-	1 district

TABLE 106

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.3 hours	7.3 hours
1st% ile	6.8 hours	6.8 hours
Mean	7.4 hours	7.4 hours

n = 28

TABLE 107

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
15	-	1	5	-	3	3	-	5
12	-	2	3	-	6	2	-	8
11	-	1	2	-	6	1	-	8
10	-	24	1	-	6	No	-	7
			No	-	7			

REGION 10

TABLE 108

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	7.37	5.96	5.60	4.66	3.26	5.39	24
Personal Days	2.12	1.39	.82	.59	.26	1.02	20
Other Days	2.05	.95	.65	.37	.26	.83	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

REGION 11

TABLE 109

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	95.7%	4.3%
Hospitalization, Major Medical, Family	95.7%	4.3%
Life, Individual	91.3%	8.7%
Dental, Individual	39.1%	60.9%
Dental, Family	26.1%	73.9%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 23

TABLE 110

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$ 961	$783	$737	$686	$504	$757	23
Dental	$ 264	$157	$ 92	$ 66	$ 65	$145	9
Visual	$-----	$---	$---	$---	$---	$---	--
Life	$ 111	$ 43	$ 34	$ 27	$ 16	$ 41	21
Prescription Drugs	$-----	$----	$---	$---	$---	$---	--
Income Protection	$ 114	$ 85	$ 58	$ 44	$ 44	$ 70	7
Total All Premiums Paid	$1,204	$893	$861	$802	$593	$872	23

REGION 11

TABLE 111

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$21,000	$15,000	$12,000	$10,000	$5,000	$12,690	21

TABLE 112

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$2,595	$1,400	$1,000	$700	$500	$1,129	22

TABLE 113

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	12	10	6	18
Dollars Per Credit	Unlimited	$50	$ 42	$ 30	$ 20	17
Maximum Reimbursement Per Year	Unlimited	Unlimited	$600	$325	$200	18

REGION 11

TABLE 114

Length of School Year

Pupils			Teacher		
181 days	-	1 district	185 days	-	3 districts
180 days	-	22 districts	184 days	-	2 districts
			183 days	-	4 districts
			182 days	-	8 districts
			181 days	-	1 district
			180 days	-	5 districts

TABLE 115

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.0 hours	7.3 hours
1st% ile	6.5 hours	6.5 hours
Mean	7.3 hours	7.4 hours

n = 21

TABLE 116

Leave Benefits and Personal Days

Sick Days			Other (Emerg., Prof. Religious, etc.)			Personal Days		
Day(s)		District(s)	Day(s)		District(s)	Day(s)		District(s)
10	-	23	9	-	1	6	-	1
			3	-	2	3	-	2
			2	-	5	2	-	9
			1	-	4	1	-	10
			No	-	11	No	-	1

REGION 11

TABLE 117

Leave Usage Per Employee, 1977-1978[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	6.71	6.13	5.65	4.54	1.95	5.36	20
Personal Days	2.53	1.43	.88	.75	.21	1.13	19
Other Days	2.45	1.02	.64	.23	.10	.78	14

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1977-1978 sent to Pennsylvania Department of Education.

The Relationship of School District Size and Wealth to Fringe Benefit Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school district operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product-moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Commonwealth's aid ratio. Pearson correlations, represented by r's, express the relationship between variables. The theoretical range for r is from +1.0000 to -1.0000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals n-2), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by change, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Twenty-seven variables were analyzed in respect to the school district size and wealth. Of the possible 30 relationships, 12 were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. Based on bargaining trends, many of the significant relationships were important. In an effort to analyze the relationships involved, the format of this report was divided into the general group analyzed.

Professional Work Schedules

Length of the pupil year and teacher year were related to size and wealth. As in previous years, district wealth was the dominant variable. This relationship affects the pupil school calendar and the teacher contract year. With one exception noted in Table 118, the number of leave days provided do not exhibit statistical significance. Personal days and "other" days used per professional employee were related to size and wealth with wealth found to be the dominant relationship.

TABLE 118

The Relationship Between Professional Work Schedules and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Length of Pupil Year	Size	.2620	.001
Length of Pupil Year	Wealth	-.3767	.001
Length of Teacher Year	Size	.3257	.001
Length of Teacher Year	Wealth	-.4983	.001
"Other" Days Provided	Size	.1608	.024
Use of Personal Days	Wealth	-.1483	.008
Use of "Other" Days	Wealth	-.1465	.008

TABLE 119

The Relationship Between Professional Fringe Benefits and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Life Insurance Amount	Size	.1173	.002
Life Insurance Amount	Wealth	-.1407	.012
Retirement Bonuses	Size	.2262	.001
Retirement Bonuses	Wealth	-.2693	.001
Disability	Wealth	.2169	.038

Possibly teachers were able to bargain for more leave benefits in wealthy districts but did, in fact, use a higher number of sick days in larger districts. Large districts could provide a setting of low visibility for teachers hence allowing teachers to use sick days without being observed by the school administration and community members. Also, large districts tend to be located in urban areas where, because of current student discipline problems, teachers could use sick days for psychological recuperation.

Professional Fringe Benefits

The relationship between fringe benefits and the size and wealth of the school district was examined in Table 119. The apparent close relationship illustrates the influence of district size and wealth. Only large districts and wealthy districts were providing greater benefits for professionals and nonprofessionals. It was concluded that one goal of collective bargaining was to even out and equalize fringe benefits throughout comparable collective bargaining units. Whereas the power exerted by instructional personnel through collective bargaining has obtained greater salaries in wealthy districts where more financial resources were available, the same power has equalized the kinds and amounts of almost all fringe benefits. This pattern of adoption of fringe benefits tend to be as follows: they are introduced in several districts throughout the Commonwealth, sometimes in a region; once introduced, these benefits tend to be adopted quickly by neighboring districts; and, in a short time they are incorporated by districts throughout the Commonwealth. The influence of size indicated the collective bargaining power of large professional and nonprofessional units.

SUMMARY

This study was developed in order to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Although bargaining appears to have brought greater salary benefits to teachers in wealthy districts, negotiations have evened out or homogenized fringe benefits. This trend will continue as state assisted local organizations develop and maintain better communications in negotiations and increase their expertise. It was observed for several years that the usage of leave benefits by professional staff members has increased significantly in all districts. In spite of increased leave usage in all districts, a relationship between district size and leave usage was continued in the present data.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

Class	Size	Number of Districts
Class S1 (Small)	1700 or Lower WADM	35
Class S2	A WADM of 1701 to 2200	35
Class S3	A WADM of 2201 to 2725	35
Class S4	A WADM of 2726 to 3275	34
Class S5	A WADM of 3276 to 3850	33
Class S6	A WADM of 3851 to 4750	35
Class S7	A WADM of 4751 to 6450	34
Class S8 (Large)	A WADM of 6451 to 18,535	34
	TOTAL	275

WEALTH CLASSIFICATIONS

Class	Wealth	Number of Districts
Class W8 (Low)	Aid Ratio of .7350 or more	34
Class W7	Aid Ratio Between .6902 and .7349	35
Class W6	Aid Ratio Between .6502 and .6901	34
Class W5	Aid Ratio Between .6102 and .6501	35
Class W4	Aid Ratio Between .5602 and .6101	34
Class W3	Aid Ratio Between .5076 and .5601	34
Class W2	Aid Ratio Between .4051 and .5075	35
Class W1	Aid Ratio of .4050 and less	34
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

District	Size	Wealth	District	Size	Wealth
REGION 1			REGION 1 (con't)		
Beaver Valley I. U. #27	4	5	Mars	4	5
Big Beaver Falls	6	5	Millcreek Township	8	1
Butler Area	8	3	North East	3	3
Centre Area	5	2	Northwestern	4	8
Comm. College of Beaver Co.	4	5	Northwest Tri-Co. I.U.#5	4	5
Corry Area	5	6	Oil City Area	6	5
Cranberry Area	3	7	Penncrest	7	8
Ellwood City Area	5	5	Rochester Area	3	5
Erie	8	1	Sharpsville Area	2	4
Fairview	3	2	Slippery Rock Area	4	5
Fort Leboeuf	4	6	South Butler Co.	6	5
Franklin Area	6	6	Southwest Butler Co.	7	5
Freeport Area	4	6	Titusville Area	6	7
Greenville Area	4	3	Union City Area	2	8
Grove City Area	4	5	Valley Grove	2	7
Harbor Creek	5	5	Warren County	8	6
Hopewell Area	7	5	Wattsburg	4	7
Laurel	2	7	Western Beaver Co.	2	7

District	Size	Wealth
REGION 2		
Allegheny I. U. #3	7	2
Avonworth	2	3
Babcock	4	3
Bethel Park	8	3
Brentwood Borough	2	2
Chartiers Valley	7	1
Churchill Area	7	1
Elizabeth Forward	7	6
Fox Chapel Area	7	1
Gateway	8	2
Hampton Township	5	2
Highlands	7	3
Keystone Oaks	7	2
Moon Area	7	2
Mt. Lebanon	8	1
North Allegheny	8	2
Northgate	4	3
Quaker Valley	3	1
Riverview	2	2
Shaler Area	8	3
South Park	4	5
Swissvale Area	3	2
Upper St. Clair	7	2
West Jefferson Hills	7	3
REGION 3		
Belle Vernon Area	6	5
Burrell	5	4
Canon-McMillan	7	5
Connellsville Area	8	8
Franklin Regional	7	4
Greater Latrobe	7	4
Hempfield Area	8	4
Intermediate Unit #1	7	4
Kiski Area	8	5
Laurel Highlands	7	6
McGuffey	4	7
Monessen	2	2
New Kensington-Arnold	6	4
Norwin	8	5
Peters Township	6	3
Ringgold	7	5
Trinity Area	7	3
Washington	4	3
West Greene	1	7
Westmoreland I. U. #7	7	4

District	Size	Wealth
REGION 4		
Athens Area	6	7
Austin Area	1	7
BLaST I. U. #17	1	8
Bradford Area	7	5
Cameron County	2	6
Canton Area	2	8
East Lycoming	3	6
Galeton Area	1	7
Jersey Shore Area	6	8
Johnsonburg Area	1	7
Kane Area	3	7
Montgomery Area	1	5
Montoursville Area	5	3
Muncy	1	3
Northeast Bradford	1	8
Northern Tioga	7	8
Oswayo Valley	1	8
Otto-Eldred	1	8
Port Allegany	2	8
Ridgway Area	2	5
Sayre Area	3	8
Seneca Highlands I.U.#9	1	8
Smethport Area	2	8
Southern Tioga	5	6
St. Marys Area	5	2
Sullivan County	1	4
Towanda Area	4	5
Troy Area	4	7
Wellsboro	4	5
Williamsport Area	8	4
Wyalusing Area	3	7
REGION 5		
Abington Heights	6	3
Blue Ridge	2	7
Carbondale Area	3	5
Dallas	6	4
Dunmore Area	4	5
Elk Lake	2	6
Forest City Regional	1	5
Greater Nanticoke Area	6	8
Hanover Area	4	4
Hazleton Area	8	3
Lackawanna Trail	1	6
Lakeland	3	7
Lake-Lehman	4	5
Mid Valley	2	2
Montrose Area	4	6
Mountain View	1	5

District	Size	Wealth
REGION 5 (con't)		
Northeastern Educ. I. U. #19	3	5
North Pocono	7	4
Northwest Area	2	7
Old Forge	1	6
Pittston Area	7	5
Riverside	3	6
Scranton	8	4
Susquehanna Community	1	8
Tunkhannock Area	6	4
Valley View	5	7
Wallenpaupack	3	1
Wayne Highlands	6	3
Western Wayne	3	1
Wilkes-Barre Area	8	3
REGION 6		
Allentown	8	2
Bangor	5	3
Boyertown Area	8	3
Bristol Township	8	3
Bucks Co. I. U. #22	8	1
Central Bucks	8	1
Cheltenham Township	7	1
Colonial	8	1
Colonial Northampton I.U. #20	8	1
Delaware Co. I. U. #25	8	1
Delaware Valley	2	1
Easton Area	8	3
East Penn	8	2
East Stoudsburg Area	4	1
Jim Thorpe Area	1	1
Kennett Consolidated	4	1
Lehigh School Study Council	8	1
Lehighton Area	5	6
Lower Moreland	5	1
Nazareth Area	5	2
Neshaminy	8	2
Northampton Area	8	4
Northern Lehigh	3	7
Palmerton Area	3	3
Parkland	8	1
Pen Argyl Area	3	4
Pleasant Valley	3	1
Pocono Mountain	6	1
Pottstown	6	3
Quakertown Community	6	1
Saucon Valley	3	2
Southern Lehigh	5	3
Stroudsburg Area	6	1

District	Size	Wealth
REGION 6 (con't)		
Upper Perkiomen	5	2
Whitehall-Coplay	6	1
William Penn	8	2
Wilson Area	3	3
REGION 7		
Annville-Cleona	3	4
Berks Co. I. U. #14	7	2
Brandywine Heights Area	3	4
Cornwall-Lebanon	7	3
Daniel Boone Area	4	3
Ephrata Area	6	2
Exeter Township	5	2
Fleetwood Area	2	2
Governor Mifflin	7	2
Kutztown Area	3	2
Lancaster Co. AVTS	7	2
Lancaster-Leb. I.U. #13	7	2
Manheim Central	5	2
Penn Manor	7	2
Reading	8	4
Wilson	7	1
Wyomissing Area	2	1
REGION 8		
Bermudian Springs	2	4
Big Spring	6	6
Camp Hill	1	1
Capitol Area I. U. #15	6	1
Carlisle Area	8	4
Central Dauphin	8	2
Central York	6	1
Chambersburg Area	8	3
Conewago Valley	4	3
Cumberland Valley	8	1
Dallastown Area	7	2
Derry Township	5	1
Dover Area	6	5
Fairfield Area	1	1
Gettysburg Area	6	1
Hanover Public	3	1
Littlestown Area	2	5
Lower Dauphin	6	3
Mechanicsburg Area	7	3
Middletown Area	5	4
Northeastern York	6	5
Northern York Co.	4	4

District	Size	Wealth
REGION 8 (con't)		
Shippensburg Area	5	4
South Eastern	3	4
Southern York Co.	5	4
South Western	5	2
Spring Grove Area	7	4
Steelton-Highspire	2	2
Susquehanna Township	4	1
Susquenita	4	7
Tuscarora	6	6
West Shore	8	2
West York Area	5	1
York Co. AVTS	6	1
York Suburban	6	1
REGION 9		
Benton Area	1	6
Berwick Area	7	5
Bloomsburg Area	4	3
Blue Mountain	5	3
Central Columbia	4	4
Central Susquehanna I.U. #16	1	6
Danville Area	5	4
Halifax Area	1	6
Lewisburg Area	3	2
Line Mountain	2	7
Midd-West	5	6
Mifflinburg Area	3	6
Millersburg Area	1	6
Millville Area	1	7
Milton Area	6	5
Minersville Area	2	7
Mount Carmel Area	3	7
Pottsville Area	6	6
Saint Clair Area	1	7
Schuylkill Haven Area	1	3
Schuylkill I.U. #29	1	6
Selinsgrove Area	5	4
Shamokin Area	6	8
Shikellamy	7	6
Tamaqua Area	5	5
Tri Valley	1	6
Upper Dauphin Area	2	6
Warrior Run	4	6
Williams Valley	2	7

District	Size	Wealth
REGION 10		
Altoona Area	8	5
Appalachia I. U. #8	1	8
Bedford Area	5	4
Bellwood-Antis	2	4
Berlin Brothersvalley	1	6
Blacklick Valley	1	8
Cambria Heights	4	8
Central Cambria	4	4
Chestnut Ridge	3	7
Claysburg-Kimmel	1	6
Everett Area	3	5
Ferndale Area	1	7
Forest Hills	6	8
Greenwood	1	5
Hollidaysburg Area	7	4
Huntingdon Area	5	4
Juniata County	6	7
Juniata Valley	1	8
Meyersdale Area	2	8
Mount Union Area	3	8
Newport	2	8
Northern Bedford Co.	1	8
Penn Cambria	4	8
Portage Area	2	7
Rockwood Area	1	6
Somerset Area	5	4
Southern Fulton	1	7
Southern Huntingdon Co.	2	8
Spring Cove	4	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	6	2
Williamsburg Community	1	7
REGION 11		
Bald Eagle Area	5	8
Bellefonte Area	6	6
Blairsville-Saltsburg	5	7
Brockway Area	2	6
Brookville Area	4	5
Central I. U. #10	3	8
Clarion Area	1	2
Clarion Manor I. U. #6	3	8
Clearfield Area	7	7
Curwensville Area	2	7
DuBois Area	7	4
Forest Area	1	3
Indiana Area	7	2

District	Size	Wealth
REGION 11 (con't)		
Keystone	2	8
Keystone Central	8	6
Marion Center Area	3	8
Moshannon Valley	3	8
Penns Valley Area	3	6
Philipsburg-Osceola Area	6	8
Punxsutawney Area	7	8
Purchase Line	2	8
Redbank Valley	3	8
State College Area	8	1
Union	1	8
West Branch Area	3	8